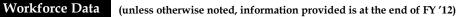
## Dept. of <u>Cultural Affairs</u> Facts – FY '12

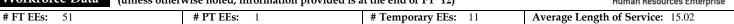
www.culturalaffairs.org/

## **General Information**

Address: New Historical Building 600 East Locust

Des Moines, IA 50319-0290





Span of Control: 8.33 Total Unemployment Insurance Claims: 12

Employee Age Groups			Supervisor Age Groups			oups .	<u>Females</u>		<u>Males</u>		
<25	0	45-54	15	<25	0	45-54	0	# of Females:	32	# of Males:	19
25-34	5	55-64	17	25-34	3	55-64	3	% of WF:	62.75%	% of WF:	37.25%
35-44	6	65+	8	35-44	0	65+	0	Average Age:	52.42	Average Age:	53.64
Employee Average Age: 52.88			Supervisor Average Age: 45.09		Average Length of Service: 13.60		Average Length of Service: 17.40				

<u>Minorities</u>		Non-minorities		<b>Breakout of Minorities</b>	Did Not Respond	
# of Minorities:	1	# of Non-minorities:	44	# African-American: 0	# of "did not respond":	6
% of Workforce:	1.96%	% of Workforce:	86.27%	# Asian/Pacific Island: 0	% of Workforce:	11.76%
Average Age:	45.57	Average Age:	52.90	# Am. Indian/Alaskan: 0	Average Age:	53.88
Average Length of Service:	6.46	Average Length of Service:	15.85	# Hispanic or Latino: 1	Average Length of Service:	10.36
				•		

Persons With Disabilitie	e <u>s</u>	Persons With No Disabilitie	e <u>s</u>	Did Not Respond		
# of Persons With Disabilities: 1		# of Persons With No Disabilities: 47		# of "did not respond":	3	
% of Workforce:	1.96%	% of Workforce:	92.16%	% of Workforce:	5.88%	
Average Age:	61.39	Average Age:	52.81	Average Age:	51.11	
Average Length of Service:	18.51	Average Length of Service:	14.71	Average Length of Service:	18.74	
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Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 5	EEO Category 2: 38	EEO Category 3: 1	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 5	EEO Category 7: 1	EEO Category 8: 1
Separation Rate: 21.05%	Hire Rate: 8.77%	Number Hires: 4	Transfer In: 1
Retirements: 4	All Terminations: 3	Voluntary Quits: 5	Transfer Out: 0

# of Classes Used: 23	Most Populous Classes: Historical Program Specialist (20), Info Specialist 2 (3), Program Planner 2 (3)				
Separations - By Class:	Administrative Assistant 1 (2), Historical Program Specialist (2), 8 classes with 1 incumbent each				
# Eligible for Retirement:	23 in the next 5 years	% Eligible: 45.10%			

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts:	Sick Leave Payouts:	Annı	ıal Payroll:	Avg. Base Salary	:	Overtime Days Worked:
\$96,095.27	\$14,000.00	\$3,	,643,982.49	\$60,972.59		31.9
Overtime Cost:	Reassignment Pay:	Recri	uitment Bonus Pay:	Retention Pay:		<b>Exceptional Job Performance Pay:</b>
\$8,206.12	\$0	\$0	-	\$0		\$0
Vacation Pay - Earned	Vacation Days Earned:		Vacation Used Exp	ense:	Vacation Day	ys Taken:
Value: \$280,691.82	1,205.7		\$247,016.47		1,056.2	
Sick Leave Days Earned: 919.5	Reg. Sick Leave Used Exp \$98.501.43	ense:	Reg. Sick Leave Da	ys Used:	Converted Si 249.0	ck Leave To Vacation Days Used:
919.5	\$90,301.43		444.3		249.0	
Sick Leave -Earned			Avg. Sick Leave Da	ys Per EE:		ck Leave To Vacation Used
Value:			8.72	•	Expense:	
\$201,958.77					\$56,851.92	
Injury Leave Used	Injury Leave Days Used:	Class	ification Appeals:	Reclassifications		<u>Grievances</u>
Expense:	0	0	••	Up (Filled):	2	Contract Grievances: 7

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Expense:	0	0	Up (Filled):	2	Contract Grievances:		7
\$0			Up (Vacant):	2	Disciplinary:	2	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled):	2	Language:	5	
Expense:	26.0	\$0	Down (Vacant):	0	Non-Contract Grieva	nces:	0
\$6,153.32			Lateral (Filled):	0	Disciplinary:	0	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant):	0	Language:	0	
Expense:	6.2	\$0	Approx. Annual New Cos	t of	Arbitrations:		0
\$1,619.47			Reclassified Positions:*				
			\$35,162.40				

<sup>\*</sup> based on difference between average of old and new pay grade FY 12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012

